

# HRC NEWS & VIEWS

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## TRAINING IS UNDERWAY BY CORINNE JENSEN

The week of December 7 was a busy one for the therapist team!

Olga Hervis, Director of Family Therapy Training Institute of Miami (FTTIM), presented training in Brief Strategic Family Therapy (BSFT). After completing this training they will have weekly supervision of phone/video reviews of videotaped BSFT family therapy sessions, group feedback and consultation. Certification will be obtained after completing the supervision stage and evidence of competency in the mastery of BSFT principles.



Front row: Dr. Lisa Buchta, Taylor Kindig, Kris Horton.  
Back row: Olga Hervis, Brooke Wright and Sam Minne.

## A STEP IN THE RIGHT DIRECTION BY GRANT JOHNSON

Recently HRC has taken a step in the right direction by updating some of our training equipment. We have recently added a large TV in the video conference room in order to finally video conference! Dr. Zoucha has been leading the charge with probation officers and the courts in order to get everyone involved in team meetings in a more personal way than just talking on

the phone. We hope to be online and use the system regularly in the near future. So if you're near the video conference room stop in and take a look at the new system. Also down in 007 we have added a ceiling mount projector and large electronic screen. This gives us more room for people to sit and not worry about blocking the projector. We have also ordered a speaker system

that will greatly enhance the sound from our current speakers (and hopefully end frustration from those current speakers). Our hope is that this will enhance our training presentations and make them more enjoyable for staff. So next time you have a training down there take a look!

### *December is .....*

National Drunk and Drugged Driving Prevention Month

Universal Human Rights Month

World Wide Food Service Safety Month

12/24 Christmas Eve

12/25 Christmas

12/26 National Candy Cane Day & National Whiner's Day

12/31 Make Up Your Mind Day

12/31 New Year's Eve

The Editorial Board wishes all employees a Merry Christmas and the best in the New Year!



## WRAPPING UP 2015 BY MARJ COLBURN

It's been a busy year for us on several levels. As we move into 2016 with the goal of getting our census to capacity and keeping our youth safe, here is a quick summary of 2015.

At the Governing Body meeting in November, there was discussion of the renovations to Building #3. Alley Poyner completed a study of the cost of a brand new building as opposed to the renovation of Building #3. That estimate came in at a few million over the proposed budget. There was discussion of pulling some of the demolition money out and using it for the difference, but the bill that passed the Legislature doesn't allow for that. There is discussion about starting the demolition before we do the renovations, but that is still being reviewed. At this point I don't foresee anything happening with renovations until spring 2016 at the earliest.

We have had some former youth joyriding on the campus at various times. They are trying to engage staff and youth out on the campus in conversation. It was decided that we would notify the youth's POs and let them address this with the youth. Hastings Police and the State Patrol are waiting for our "No

Trespassing" signs to go up before they can intervene.

Recently there was a White House Online event called "Young and in Recovery" that several staff attended. Shannon was notified that due to staff participation, HJCDP received a Presidential Proclamation declaring September 2015 as National Alcohol and Drug Addiction Recovery Month. The Proclamation and letter will be framed for display in Building #3.

James and the Fa La La Committee worked feverishly on the employee Holiday Party held off campus on December 19<sup>th</sup>. The games and activities were lots of fun. Who builds gingerbread houses with no gingerbread? .

The elevator inspection indicated that all of the buildings need some safety apparatus on the elevators. DAS has indicated they will not make any repairs to the buildings that are vacant. For that reason, we are asking that everything we want out of the vacant buildings be moved to the first floor of the building for access. Bridges will be notified that they will have a finite deadline for getting things out of the building. We will be making the

repairs to the elevators in Bldg. #3 and #15.

Our therapists and Dr. Buchta are attending Family Therapy training here on campus. This will be a big step in standardizing the processes we use.

At the present time there have been many interviews related to filling Randy Willey's position. No final candidate has been selected. It is my understanding that a new CEO has been found to replace Bill Gibson, although I haven't met him. As that position fills, we will again have a new leader who may have some different ideas and directions for the facility and program. We will watch and wait to see how that plays out.

I'm looking forward to a successful 2016, even though we have a Joint Commission survey looming in our future towards fall. Best wishes to you and yours for a happy and healthy holiday season, stretching all the way through 2016.

## WORKDAY PERSONAL INFORMATION BY RANDY COIL

Tax season is right around the corner!!! You will receive a 1095 form that contains insurance information to assist you with new requirements for 2015 tax filing.

To ensure that we have accurate information to you, you should have logged in to Workday by the end of November and reviewed your personal information. Check

ing your mailing address, dependent(s) date of birth and social security number(s) for accuracy. Please make any changes to emergency contact information too, if needed.

Reviewing your contact and dependent information will ensure you receive accurate documentation for filing your 2015 income taxes.

Instructions for changing your information can be found in Employee Work Center. If you have questions regarding changing your personal information in Workday, feel free to contact your Human Resources Representative, Pam Bretos, 402-471-9141 or by email address [pam.bretos@nebraska.gov](mailto:pam.bretos@nebraska.gov).

## ST. NICHOLAS, SANTA CLAUS & FATHER CHRISTMAS

BY MARJ COLBURN

St. Nicholas was a Bishop who lived in the 4<sup>th</sup> century AD in Myra in Asia Minor (now called Turkey). He was a very rich man because his parents died when he was young and left him a lot of money. He was also a very kind man and had a reputation for helping the poor and giving secret gifts to people who needed it. There are many legends about St. Nicholas, but we don't know which of them may be true.

The most famous story tells how the custom of hanging up stockings to get presents first started. There was a poor man who had 3 daughters. He was so poor, he didn't have enough money for a dowry, so his daughters couldn't get married. One night, St. Nicholas secretly dropped a bag of gold down the chimney and into the old house so

the oldest daughter could be married. The bag fell into a stocking that had been hung by the fire to dry. This was repeated later with the second daughter. Finally, determined to discover the person who had given him the money, the father secretly hid by the fire every night until he caught Nicholas dropping in a bag of gold. Nicholas begged the man to not tell anyone what he had done. But soon the news got out and when anyone received a secret gift, it was thought that it was from Nicholas.

Because of his kindness Nicholas was made a saint. He was later put into prison during the persecution by Emperor Diocletian. No one really knows when he died. By the 16<sup>th</sup> century, the stories about St. Nicholas had become very unpopu-

lar in Europe. But someone had to deliver presents to children at Christmas, so in England he became known as Father Christmas. St. Nicholas became popular again in the Victorian Era. The English Father Christmas and the US Santa Claus became more and more alike over the years and are now considered one in the same.

Some people say that Santa lives at the North Pole. In Finland, he lives in the north part of their country called Lapland. But everyone agrees that he travels through the sky on sled that is pulled by reindeer, that he comes into houses down the chimney at night, and places presents in stockings, by the children's beds, in front of a tree or by the children's beds, in front of a tree or by the fireplace.

## LET'S ALL PRACTICE THE PENGUIN SHUFFLE BY JEAN LUTHER

What is the Penguin Shuffle and why should we practice it? Because it's winter, ice is here and it's one of the recommended ways to walk safely on the ice. At the beginning of this year we had six falls on ice in one morning, one ending in a broken bone. Most of the falls happen when walking to or from the parking lot and the building.

No matter how well we remove the snow or ice from the sidewalks, it melts during the days and refreezes at night and causes slippery surfaces. It is best if we are aware of these dangers and learn to walk safely. As soon as you step out of your car assume that the surface is slippery and use the car for support.

Some of the basic precautions are:

- Wear good shoes with thick non-slip treads (a lot of little nubs); sole made of natural rubber and wide low heels.
- Stay on your toes.
- Stay aware and keep your head

up.

- Take your time and walk on designated clear paths.
- Keep your knees loose – let them bend a bit. This will keep your center of gravity lower to the ground, which further stabilizes the body.
- Walk like a penguin. Your center of gravity widens this way. Point your toes out and shift your weight from side to side like a penguin does; this type of walking feels, and looks, a lot like a shuffle. Some people prefer to drag their feet or shuffle them. If this feels better to you, then do so. Just remember to place your whole foot on the ice at once and keep your base of support approximately one foot wide.
- Keep your arms out at your side and slightly extended when on icy sidewalks; not in your pockets as this decreases your center

of gravity and balance. Think of someone walking on a tight-rope and maintaining balance with his arms.

- Wear a heavy, bulky coat that will cushion you if you should fall! And if you do fall avoid landing on your knees, wrists or spine. Try to fall on a fleshy part of your body

The elderly are particularly vulnerable to falls and it is the leading cause of life-threatening injuries. Just one bad fall on ice can have long-term consequences. These include: chronic pain in the affected area; a disabling injury that may mean loss of independence; or fear of another fall, which discourages a healthy, active lifestyle. We can help prevent falls by staying physically healthy and working to improve your balance. Those who have good fitness levels are stronger and more flexible, according to the National Safety Council.



## Personal Lessons from The Christmas Truce of 1914 BY JOE TYE, CEO, VALUES COACH

On Christmas Eve of 1914 a most amazing and wondrous thing happened in the trenches of Flanders Fields. German soldiers on one side, and French and British soldiers on the other side of No Man's Land emerged from the holes they'd dug in the mud and greeted each other on what the day before had been, and on the following day would again become, the killing fields. For five months they had been trying to slaughter each other under the most hideous conditions imaginable.

But on that Christmas Eve, German soldiers sang Silent Night. And on the other side of the blood-stained field of mud that separated the enemies, British soldiers joined in, each side harmonizing in its own language. On Christmas morning, a German soldier stood up on the rampart and waved - and no British soldier shot at him.

Over the next several hours men emerged from the trenches and congregated in what had been, and soon again would return to being, the killing ground. Without authorization and against explicit orders from superior officers, they exchanged gifts, sang Christmas carols, and in some places staged impromptu soccer games.

The fighting recommenced on the following day, and over the next three and one-half years these men

would kill each other by the millions. But for that one glorious day there was peace. For one brief and miraculous moment showed humankind at its best and highest.

As we approach year-end and the dawn of yet another New Year - a time when we are all thinking about the future and the goals we want to achieve - the Christmas Truce offers interesting lessons about making peace: with other people and with yourself.

**Peace with others:** In the year to come, practice being a Dionarap (don't look that word up, it's not in the dictionary yet because I made it up). Dionarap is the word paranoid spelled backwards.

You will find that if you assume everybody likes you, that they want you to succeed, and that when they say no to your requests they are not rejecting you, but instead are guiding you to ask better questions, you will be happier and more successful. You tend to get what you expect from life and from other people - you are more likely to get the best by expecting the best than you are by expecting the worst.

**Peace with yourself:** Establish a one year truce with YOWE - my name for Your Own Worst Enemy - that toxic inner voice of negative self-talk that is the source of low self-esteem, poor self-image, and underachievement in every dimension of your

life.

For the duration of 2016 agree that you will anticipate legitimate criticisms, and proactively deal with them. If you are overweight, instead of waiting for YOWE to scream at you for being fat, start pushing the plate away before you've eaten everything, and commit to an exercise program. If you're unhappy in your job, commit to changing your attitude and starting to think like an owner instead of just a hired hand to prevent YOWE from complaining how miserable you are at work.

In return, demand that YOWE offer criticisms and suggestions in a respectful manner, never engage in invidious comparisons, and that no matter what sort of obstacles and setbacks you encounter that you will both (you and YOWE) maintain a positive and optimistic perspective.

Call it your own personal Christmas Truce.

One more thing: Make the commitment to stick with it for the full year. At first other people will suspect that you have a hidden agenda when you become a Dionarap, and YOWE will fight back with everything it's got. It will take a while for you to be taken seriously. Keep at it - the victory you will achieve will be worth the effort.

## BREAKFAST TREAT

Leadership members, James Schulte, Heather Sidders, Dr. Zoucha, Marj Colburn (not pictured) and Dr. Buchta (told the wrong time) were up bright and early on Monday morning, December 21 to serve the youth breakfast. The youth were quite surprised to see them and were impressed with their smiling faces. The **Special Menu** included breakfast burritos, cereal, toast, milk and juice.

Thanks for sharing your morning time with the youth!



## The Key to the Holidays and Beyond BY RON CULBERTSON

After replacing 150 burned-out bulbs on my pre-lit artificial Christmas tree, I was ready to toss the entire Faux Frasier Fir out the window, and let it fend for itself among the real trees. But I persevered and ordered 150 more bulbs to complete the bulb management effort I had neglected over the past five years.

I love real trees. But as someone with a tendency (obsession is the word my wife would choose) towards neatness, I can't stand the millions of pine needles covering the floor on January 2nd. One July, we replaced the carpet in our family room and there were so many pine needles under the old carpet, you'd think our house didn't have a roof.

So, as a way to avoid buying a dry, already-dead natural tree and cleaning up needles for years, I bought an artificial tree which, ironically, still sheds needles. This new shedding issue is most likely due to the fact that an artificial tree does not easily go back into the storage container once you take it out. It's like one of those dehydrated sponges that grows ten times once you get it wet. I look at my tree and think, "There's no way it came out of that container."

So, each year, while I was focused on the storage challenge and cleaning up fake needles, I didn't realize that nearly 300 bulbs had burned out since I bought the tree. And I still don't know if this was a design flaw or the result of my slightly aggressive packing techniques. Regardless, I spent three hours yesterday replacing bulbs.

Some of you may wonder why I would go through all of this just to decorate a tree. Believe me, while replacing light #119 and losing the feeling in my fingers, I was wondering the same thing. I believe I do it because it's a tradition in my family and because my wife and kids enjoy a fully lit tree, as opposed to a fully lit bulb replacer who is drinking spiked egg just to get through the process.

Holidays are like that. They are a time of when joy and frustration live side by side. Some of us love Christmas or Hanukkah so much, we start putting up the decorations in February. Others of us may enjoy the holidays, but are not obsessed with them. And some of us rank our fondness for the holidays just below Brussels sprouts, but slightly above oral surgery.

When we have difficulties with this time of year, it's usually because we feel out of sync with others. Perhaps we feel overwhelmed by the expectation to be cheerful, or we've experienced a recent loss and are grieving, or we just don't enjoy *some* members of the family who visit and stay too long. Whatever the reason for the disconnect, this sense of out-of-sync-ed-ness can lead to a less than positive holiday experience.

So, how does one regain a sense of connection when the world seems to be in a different place? I think the key is the *focus* of the connection. The focus doesn't have to be on the events, the gifts, the parties, or even the decorations. Connection occurs when we focus on the meaningful relationship with an experience or a person.

When we focus less on the quality of the hors d'oeuvres and more on the quality of the conversation, we make a connection. When we actually talk to the person ringing the bell outside the department store, we make a connection. And when we think about the meaning of what we're doing rather than just checking items off a list, we make a connection.

And if you're feeling disconnected from the many holiday festivities, look for other ways to find connections. Volunteer at a soup kitchen. Visit a friend you haven't seen in a while. Or watch every episode of The Andy Griffith Show (there are heart-felt moral connections in every one). It's OK to find connections in non-holiday activities.

The goal is to find meaning in what

you're doing rather than doing something just for the sake of doing it. In our American culture, it's easy to get sidetracked by what others say is important. Success, fame, and fortune are touted as measures of value. But those things are not necessarily meaningful for many of us. Connections to people and experiences are where the real value often lies.

A few days ago, Wendy and I attended a fundraiser for a community organization that provides tutoring to underprivileged youth. Our schedule was busy and there were other things we could have done that evening. But friends invited us and we got to spend time with them, my sister and my brother-in-law. The unexpected value of the event happened when a couple of the children sat at our table. We had the pleasure of eating dinner with two loud, vibrant, joy-filled children, ages 7 and 10. It was pure pleasure watching them decorate a gingerbread cookie and then promptly inhale it.

The point?

I could have easily seen the fundraiser as just one more attempt to cut into my busy schedule during a season when non-profit organizations tend to pursue donations. Instead, I was struck by the good work that this organization undertakes and saw wonder in the eyes of the children who receive the services. There was a connection made. And for me that made all the difference in the world.

What's your connection to the holidays? Perhaps it's your faith, or the music, or the lights (ugh). Or maybe you don't have a connection to the holidays. Whether you do or you don't, I hope you have figured out that the point of this article is that we need connections to find meaning in our lives and that it really isn't about the "holidays." It's about the connections. And when we find meaning in our connections, we can celebrate any time of the year.

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It is the policy of the Editorial Board to attempt to print any article that does not attack another person. The Editorial Board reserves the right to edit articles for size & content.

AA/EOE/ADA

# WINNERS



The 2015 Ultimate Challenge Winners who had the most questions answered correctly were presented with prizes. 1st Place went to Kay Hoshaw who won an Emergency Roadside Car Kit. 2nd Place went to Cheri Delay shown here with a specialty tool and the 3rd Place recipient was Robin Adams who received an ice scraper and flashlight. Congratulations!



## KEEPING YOUTH AND STAFF OUT OF HARM'S WAY

BY GRANT JOHNSON

When I began working at HRC over six years ago, I was taught the art of finding contraband brought into the facility. I quickly learned that the reason we search for contraband is to keep both youth and staff safe. When we find contraband, we prevent the youth from relapsing, using pills not prescribed to them and also to keep them from harming each other. The staff are kept safe by preventing them from dealing with youth who are under the influence or dangerous. As most people know, I keep a display case of various contraband found throughout my six year stay at the Regional Center as a means to deter youth from bringing it in. They see the contraband and say, "Wow you guys really do search for all this stuff?" It is a good deterrent for

them. For my first two years here, I was the top contraband finder, and I also taught staff how to find it, where to find it and what to do with what you find. Then Travis Harms was promoted to a Youth Security Supervisor, and he immediately expressed an interest in finding contraband. Travis started out slow, but eventually started breaking records for amounts of contraband found. Travis was a super sleuth, and he was always looking for contraband to keep the youth safe. Travis went on to win back to back contraband awards for finding the most items in 2012 and 2013. In 2014, Travis once again found the most contraband in the facility, so leadership decided to name the annual contraband award after him. The name would be the

Harms Award and it read "For exemplary skills in finding contraband brought into the facility and keeping youth and staff out of harm's way." Travis accepted the award and was on track to win his 4<sup>th</sup> consecutive award this year until he announced his resignation from HRC in early December. Travis will be greatly missed, especially by the Compliance Specialist, but it was time for Travis to move on. In honor of Travis' six years of service to maintaining safety by finding contraband (among many other things), the award will continue to be called the Harms Award. We remaining staff hope to carry on Travis' hard work by keeping the youth and staff out of harm's way!